



National Institute
of Nursing Research

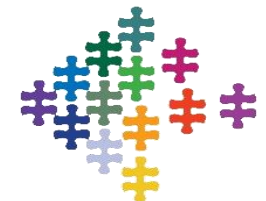


Align your Program of Research with Criteria for Promotion



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Aligning POR With Criteria for Promotion

- Aligning your program of research with criteria for promotion
 - Criteria for promotion
 - Documenting impact of your research
 - Documenting research activities



Promotion Criteria

- Academia promotion criteria
 - Teaching
 - **Research**
 - Service
- Promotion in the clinical setting (Univ. Michigan)
 - Clinical Skills and Knowledge
 - Therapeutic Relationships
 - Professional Relationships
 - Professional Development
 - **Innovation and Research**



Aligning POR with Criteria for Promotion

- For promotion at most research-intensive universities
 - Excellent or outstanding performance in research
 - Very good performance in teaching and professional service
- Average length of time between associate professor and full professor is 7-8 years



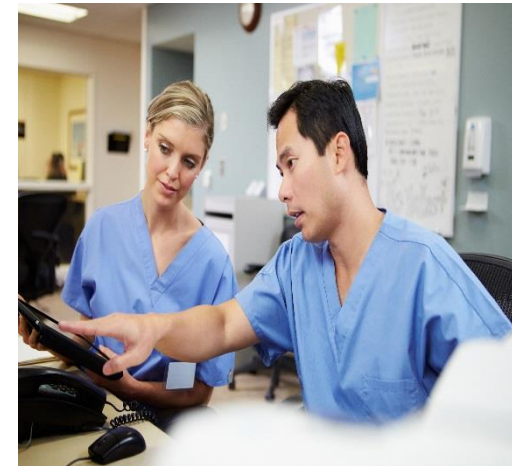
Expectations for (Full) Professor

- (Full) Professor
 - Solid national reputation and growing international reputation in area of research
 - Growing record of scholarship that is having an impact
 - History of research funding
 - Publications in refereed journals
 - Major invited presentations
 - Honors and awards



Documenting Research

- Significance of research program
- Publications
 - Key findings published
 - Impact factor of journals
 - Number of citations (e.g., h-index)

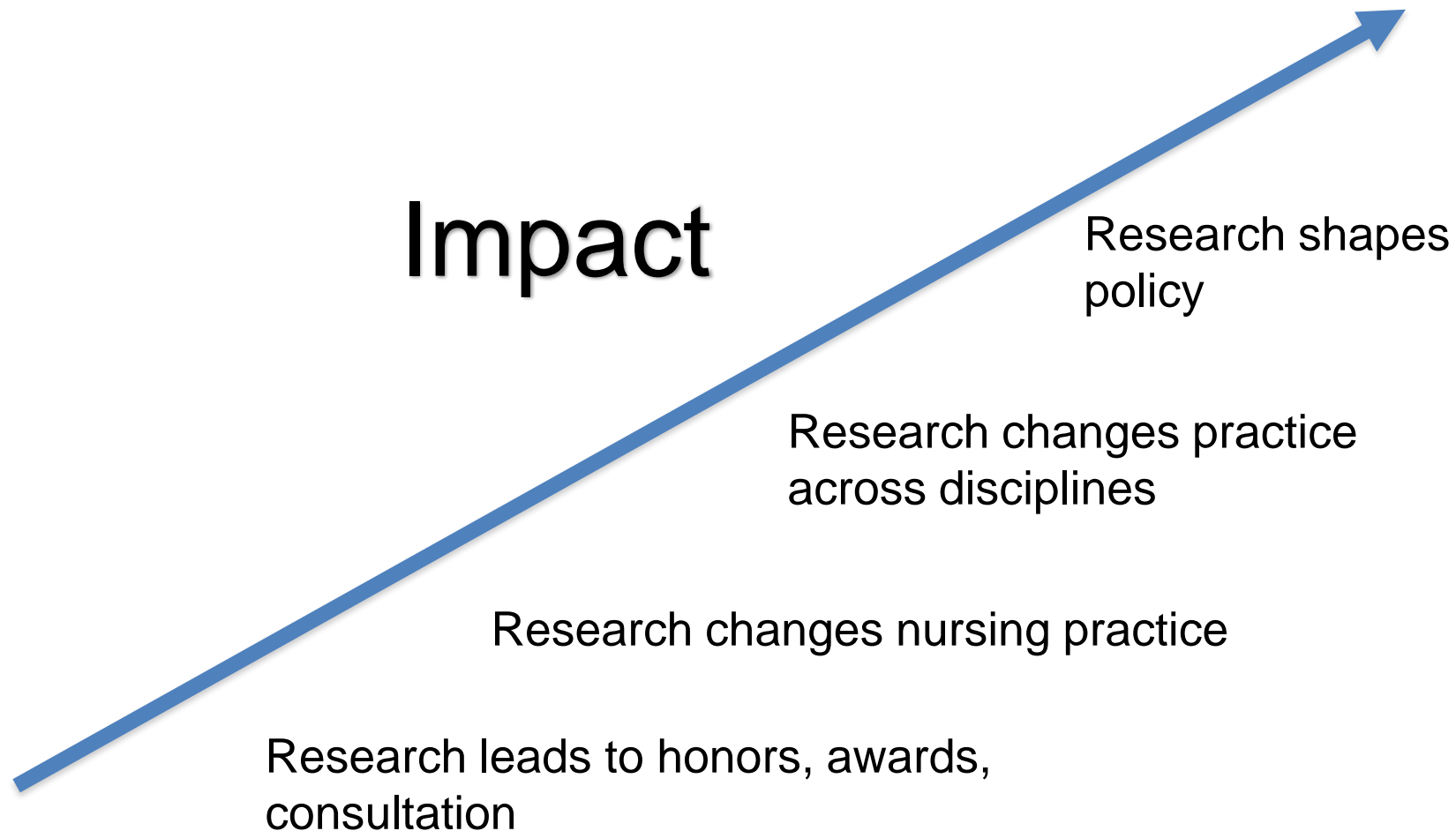


Documenting Research

- Statement of scholarly impact of research on policy, practice, guidelines, and profession
 - Contributions to interdisciplinary research
 - Significance and impact of presentations
 - Significance of honors



Levels of Research Impact



Have a Strategy to Document Activity

- Show impact of your research
 - Citations of publications
 - References to your work in textbooks, guidelines, standards, or white papers
 - Evidence that your work is leading to changes in practice
 - References to your work related to a paradigm shift, new research priorities, or new resources



List of Colleagues

Develop a list of colleagues who can document the importance of your scholarly work

- Keep track of people who
 - request reprints of your papers
 - ask to use an instrument you developed
 - invited you to speak
 - invited you to consult
 - invited you to do a visiting professorship
 - frequently cite your work



National Reputation

- Seek leadership opportunities in professional organizations
 - governing boards
 - committees to develop standards or guidelines
- Seek membership on a national research or policy committee
 - shows national reputation
 - fellow members might become consultants or external reviewers for your dossier



In Summary

- Align research goals with criteria for promotion
- Knowing what is expected; stay focused
- Seek opportunities to increase your national reputation

